

ALTON C. "RUSTY" STRAIN, JR.

530 N. Vinton Road
Anthony, Texas 79821

rusty530@sbcglobal.net

Mobile: (915) 241-5545

SUMMARY OF QUALIFICATIONS

Dedicated, highly qualified, and results-driven professional with more than 35-years of experience and distinguished performance in various negotiation and labor representation capacities. Offer a rare combination of strong operating and financial management expertise with expert knowledge of collective bargaining and dispute resolution protocols.

Effective in high-profile leadership and negotiation roles.

Assist overcoming complex legal and organizational challenges and make high-stakes decisions within high-pressure environments using experience-backed judgment, expert understanding of the law and business operations, and irreproachable integrity. Respected as a powerful force for change. A proponent of empowerment and accountability, complemented by a reputation for accomplishing goals and delivering consistently solid results.

Core competencies:

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|--------------------------|----------------------------|-----------------------|
| • Mediation | • Hearing Officer | • Adjudication |
| • Operational Management | • Labor Relations | • Consulting Services |
| • Dispute Resolution | • Disciplinary Proceedings | • Arbitration |

PROFESSIONAL ORGANIZATIONS:

Member, National Mediation Board (Labor-Management Disputes)

Member, American Arbitration Association

PROFESSIONAL EXPERIENCE

MEDIATOR

El Paso County Dispute Resolution Center

2007 – Present

El Paso, Texas

- Serve as independently contracted, State of Texas certified mediator in the following capacities: Family, Civil, Probate, and Juvenile Probation Department. Provide supportive, non-confrontational, and impartial guidance to disputing parties and deferred adjudication for minors.

ARBITRATOR

Better Business Bureau/ County of El Paso

2007 - Present

El Paso, Texas

- Utilize expert knowledge of restitutions and criminal arbitration to provide services in support of criminal adjudication cases. Arbitrate Texas and New Mexico deceptive trade cases and El Paso County referred criminal court cases.

GENERAL CHAIRMAN / CHIEF NEGOTIATOR

United Supervisors Association of America

Western Railway Supervisors Association

National

1997 - 2007

1989 - 1997

- Accountable for oversight and protection of all Collective Bargaining Agreement (CBA) disputes between railroad union and employers' organizations. Prepared and submitted legal documents for federal and state agencies, and coordinated disciplinary hearings.
- Served as sole executive representative authorized to prepare for and attend disciplinary hearings. Coordinated proceedings for review and binding decisions concerning rules violations, positive

results of drug tests, and absenteeism, etc. Ensured disciplinary decisions forwarded to appropriate forum for further adjudication processes.

- Researched, prepared, and presented *ex parte* documents for various federal and state government agencies, including Public Law Boards and the Chicago division of the National Mediation Board.
- Supervised and managed a General Secretary-Treasurer (Chief Financial Officer), two General Chairpersons, and 14 District Chairpersons.

GENERAL CHAIRMAN / CHIEF NEGOTIATOR (Continued...)

- Managed claims, grievances (including discipline), and arbitration for the following Class 1 Railroads: Union Pacific Railroad, Southern Pacific Railroad, St. Louis and Southwestern, Texas and Louisiana Lines, Denver and Rio Grande, and Canadian and Northwestern.
- Served as Hearing Officer; accountable for resolving internal conflicts involving CBAs and the Constitution and By-Laws of the organization.
- Served as CEO of United Supervisors Association of America, 1989/2007

GENERAL SECRETARY-TREASURER (CFO)

1975 - 1989

Western Railway Supervisors Association

National

- Accountable for providing oversight of various financial and administrative duties, including investing of organizational assets, dues collection, payroll, and preparation and maintenance of tax records and forms.
- Managed inventory control of all organizational property and equipment. Established, maintained, and updated hardcopy records of financial and membership records.

LOCAL CHAIRMAN

1972 - 1975

Western Railway Supervisors Association

El Paso, Texas

- Elected to serve as chairman providing oversight of local and internal grievances. Accountable for representing the organization in a geographic region comprising El Paso, Texas and the Tucson/Phoenix, Arizona areas.

SWITCHMASTER / CONDUCTOR / YARDMASTER

1966 - 1972

Southern Pacific Railroad

El Paso, Texas

- Manipulated equipment vital to safe and accurate railroad operations, managed transportation of railroad freight, and supervised all employees of Train and Yard services
- Recognized as youngest employee to be promoted to Yardmaster.

PROFESSIONAL DEVELOPMENT

Dale Carnegie

Advanced Leadership Courses, National Labor College

Duties and Responsibilities of Labor Leaders; Duties and Responsibilities of Hearing Officers; Advanced Organizational Studies; Advanced HAZMAT as First Responder; Drug Testing in the Workplace.

Interest Based Bargaining (IBB), National Mediation Board

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PROFESSIONAL REFERENCES

Michael W. Wiseman
Vice President
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Houston, Texas
(713) 621-3550

Jim Daross
Assistant State Attorney General
Consumer Affairs
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Lucia Prieto
Partner
Steinberg, Herzik and Prieto
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Jim Cumby
Vice President
United Transportation Union
Cleveland, Ohio
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General Chairman and Chief Negotiator
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